

**LBCCD-LBCCE/AFT
Memorandum of Understanding
Bereavement Leave
April 24, 2024**

This following Memorandum of Understanding ("Agreement") is made by and between the Long Beach Community College District ("District") and the Long Beach City College Council of Classified Employees ("LBCCE/AFT"). Where appropriate, The District and LBCCE/AFT will collectively be referred to as "parties." This Memorandum of Understanding shall supersede any other agreement, either oral or written, previously agreed to by the parties related to the following:

1. AB 1949 amends the California Fair Employment and Housing Act (now the California Civil Rights Department) to create a statutory right for eligible employees to take up to five days of bereavement leave upon the death of a covered family member.
2. Effective March 25, 2024, AFT employees may have up to five (5) days of bereavement leave as modified in the 13.1.1 below.

13.1.1 Bereavement Leave

- 13.1.1.1 Employees shall be granted up to five (5) days, with the 5th day as an unpaid day unless unit members use a personal necessity day, necessary leave of absence because of the death of any member of their immediate family, or up to six (6) days if travel of more than 250 miles one way or out of state is required. No deduction shall be made from the salary of such employee, nor shall such leave be deducted from leave granted by other sections of this Agreement or provided by the governing board. The immediate family is defined as the mother, father, grandmother, grandfather, or a grandchild of the employee or of the spouse or domestic partner of the employee, and the spouse, domestic partner, son, son-in-law, daughter, daughter-in-law, brother, or sister of the employee, stepchild, niece, nephew, aunt, uncle or first cousin of the employee.
- 13.1.1.2 Bereavement Leave is also granted for absence due to:
 - 13.1.1.2.1 Official notice in time of war that a member of the immediate family is "missing in action", or
 - 13.1.1.2.2 Official notice that a deceased member of the immediate family is being returned by the armed forces for interment in this country,
 - 13.1.1.2.3 Late Term Miscarriage (second trimester or beyond); availability of Bereavement Leave for this reason shall be limited to the father or the mother of the miscarried child.
- 13.1.1.3 If the employee is on a paid leave and a death in the family occurs, the paid leave shall be changed to Bereavement Leave of Absence. Employee shall receive all days of bereavement provided in this collective bargaining agreement unless the employee elects not to take all of the allowed days.

The parties agree to the amended bereavement leave language as provided above.

For the Long Beach Community College
District:

Loy Nashua

Loy Nashua, JD
Vice President, Human Resources

Date Jul 5, 2024

For the Long Beach City College
Council of Classified Employees:

Robert Remeta

Robert Remeta
President

Date Jul 3, 2024